

February Issue

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OF

UNIVERSITY TEACHERS

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THE NOVEMBER COUNCIL MEETING

An Editorial

What are undoubtedly Canada's two greatest institutions were both in action on November 26, 1960. Out on the West Coast, the annual Grey Cup Game was attended by some 30,000 fans. In Montreal, at the Queen Elizabeth Hotel, the semi-annual meeting of the C.A.U.T. Council was attended by some fifty delegates and executive members.

The *Bulletin* assumes that its readers have read enough about the Grey Cup Game and that even its most rabid Western readers have now accepted the obvious fact of Eastern superiority in football, if not in everything else. Perhaps the highlights of the Council meeting are not so well known.

The Council approved the affiliation of the Faculty Association at the Lakehead College of Arts, Science and Technology at Port Arthur, Ontario. This brings to 33 the number of associations now affiliated to C.A.U.T. (Requests for affiliation have been received since the meeting from the faculty associations at two additional universities).

The Council adopted a plan for sharing travel costs which is intended to enable the smaller and more distant associations to be represented at the Fall meeting. The plan and the amounts to be paid will be reviewed at the June meeting in Montreal.

Delegates expressed a great deal of interest in a proposal that C.A.U.T. should avail itself of the opportunity to provide low cost charter flights during the summer months. The Executive was authorized to make the necessary arrangements, if sufficient interest is displayed by the membership. Elsewhere in this issue of the *Bulletin* there appears a notice concerning the proposed flights.

Reports were received from various committees. The Salary Committee submitted its annual survey, which also

appears elsewhere in this issue. The comparison of Canadian and American academic salary schedules, as revised by last year's Committee under the chairmanship of Professor David Slater at Queen's, was discussed at length and the office was instructed to circulate it to the local associations. Copies have now been distributed and members who have not seen this very interesting comparison should contact the local secretary. A new committee to examine and report specifically on the salary situation in the Maritime universities was set up under the chairmanship of Professor Walter Kontak of St. Francis Xavier University.

The Treasurer's Report for the first year of the operation of the new national office was received and adopted, as was his budget for the coming year. It is interesting to note that the operating deficit for the past year was slightly in excess of \$2,000. With the increase in fees it is hoped that this year's operation will show a surplus which will be used to build up a reserve fund of at least two years' operating costs. The Treasurer's Report also appears elsewhere in this issue of the *Bulletin*.

The Council decided to create a new committee on university finance and empowered the Executive to secure its personnel. The new committee is to perform three functions: (1) it is to look into all methods for the increase in financial aid to the universities, including possible further alterations in the estate and corporation tax arrangements to encourage endowments and gifts to the universities; (2) it is to consider support of the C.U.F. request to the government for a per capita increase to \$2.50 in the federal grant; (3) it is to consider how best to protect the independence of the universities in the light of their increasing need for outside financial support.

The President reported on action of the Executive and Finance Committee to implement the decision of the June Council meeting to create a committee to examine the operation of the Immigration Act as it affects the problem of staffing Canadian universities. This Committee is now in operation and local associations are urged to give it all

possible cooperation. The Committee's membership and its terms of reference are given on page 34 below.

Reports were heard by the Council from C.A.U.T. representatives to various bodies with which we have affiliation or close relationships; the World University Service; the Canadian Conference on Education; the International Association of University Professors and Lecturers; the National Federation of Canadian University Students; and the Canadian Teachers' Federation.

During the course of the Council deliberations formal notice was given of two proposals for amendment of the Constitution and these proposals will thus be on the agenda for the Council meetings of June 12 and 13, 1961, in Montreal. One proposed amendment will delete the phrase "Except for the office of Executive Secretary" from the beginning of Article 23. The other will provide that the Annual Financial Report shall be submitted to the Fall Council meeting rather than to the Annual or June meeting.

Veterans of long service on the Council were vastly impressed with the speed and dispatch with which the business of the day was handled. Adjournment came just in time to turn on the television sets for the football game!

UNIVERSITY GOVERNMENT: THE ALIENATION OF THE ADMINISTRATION

W. L. Morton*

Professor Percy Smith has put forward the view that university government in Canada resembles the direction of a business corporation, and President Emeritus Thompson has replied that Professor Smith's analogy is misleading.¹ Dr. Thompson says, if I do not misrepresent him, that the *administration* of Canadian universities is almost wholly in the hands of the academic members, and that there is good reason for the *government* of universities not being in their hands.

The proposition advanced in this article is, first, that it is of course true that much of the administration of Canadian universities is already in the hands of faculty members, so much so that there is really no case for the whole of the administration not being in their hands, and, second, that the argument for keeping the government out of the hands of academics is now a piece of traditional folklore which will not bear serious examination. This article is written in the conviction that if the administration of Canadian universities were wholly in the hands of academics, it would be improved, and that if the government of Canadian universities were entrusted, in whole or in part, to academics it would be greatly improved and many growing evils averted or diminished.

The first question to be tackled in the discussion is, where does authority rest within the university corporation, and how is it distributed and exercised in administration? At present, in the universities of English Canada — this article has no intentional reference to the universities of French Canada — authority over financial matters is, with no exception known to the writer, deposited in a body which is usually termed the board of governors or regents, from which, explicitly and by statute, or by usage, academic members of the university are excluded. Authority over academic matters is vested in a senate or council, but the authority of the senate is not comparable with that of the board. Financial control is final control; the board appoints the executive officers of the administration; some boards,

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¹This journal, Volume 8, no. 3 (February, 1960), pp. 4-15; Volume 9, no. 2 (December, 1960), pp. 4-8.

at least, are given an explicit, over-riding power in all matters, including academic, in addition to that which they possess by control of the budget. Common experience adds the final word; no member of a university would ever fear or dislike a senate; some boards have been mildly feared and some quite intensely disliked.

Legal and effective authority, then, is focussed in the board, and it is simply specious to talk of a co-equal authority of the senate. To do so is like asserting that the Soviet Parliament is a body of equal authority with the Central Committee of the Russian Communist Party.

If the board is where effective authority rests, the next question is: what harm results to the functioning of Canadian universities? Ought not the universities to be grateful that their affairs can obtain the services of so many men, some of them men of affairs and weight in their communities? They should, of course, and nothing in this article is meant to suggest that there should not be gratitude, or that it is not to be hoped that such men will continue to support Canadian universities. The character of such men and their services are, however, irrelevant to the central point of the discussion: where authority rests in the university corporation, and what undesirable effects may follow from the fact that it is situated outside and exclusive of the academic membership, or faculty, of the university.

The evils which arise from the fact that final and effective authority in Canadian universities is divorced from the actual functioning of the universities, from the minds and activities of the men who actually teach and research, are clear, present, and increasing. It ought to be the concern of all friends of higher education and advanced knowledge to define and diminish these evils. The first evil is the alienation of the administrator from the faculty. The second is the exclusion of the faculty from responsibility for policy-making. The third is a growth of irresponsibility for the functioning of the university among faculty, and a consequent reduction of the vital art of teaching to a routine class meeting, and the essential work of study and experiment to a narrow and jealous specialization divorced from all consideration of social consequence and intellectual culture. The fourth and final evil is the imposition of an external control on teaching and research, which are, by nature, free activities; they cannot be governed by anyone, least of all those not actually members of the teaching and scholarly community; they can only be carried on

co-operatively by those who are deeply aware that they are engaged in a common task and committed, in a measure, to a common life.

Such activities may, of course, be given sympathetic interest and support; they, in fact, need such support, and could scarcely exist without it. But the sympathizer scarcely need be a governor to make his sympathy effective.

At this point one must face the question, why, if teaching and research are indeed free activities, should Canadian and American universities be governed as they are? Why should those who profess chemistry or history not have the same professional freedom as those who profess law or medicine? The first reason is, of course, that the clients of the teacher are almost invariably the young or the needy, and his relation with them, a paternal one. It is thus one of high trust and concern, and in North America, outside Quebec and Mexico where the church plays or played a special role, the concern has led to the erection of the authority of the trustee or governor, as the representative of the parent and the community, over the teacher. The relation was originally a co-operative one, and our universities derive their being from it. But it has outlived its original character and utility. Our universities no longer need to be vouched for, nor do governors provide, with perhaps one or two universities excepted, a major part of the funds which sustain them.

The second reason for the loss of professional freedom by the university scholar was the emphasis placed on lecturing in Canadian universities, and the resultant identification of the university scholar with the school teacher, and the role of the governor with that of the school trustee. The emphasis was, of course, a false one, for a university scholar cannot be a university teacher unless he has, by study or experiment, penetrated to the heart of his subject so that he makes its principles come to life in the classroom. His task is not to teach a minimum of skills to everyone; it is to aid the able students to grasp the first principles of his subject and become apprentice practitioners of its methods. Only a master, or professionally competent man, can do this, and being competent he ought and must be trusted to do it freely. The object of the government of the community in which he lives must be quite simply to afford the means and create the conditions of teaching and research, and only the scholar or scientist can say what means are necessary and what conditions are to be created.

The case for university government by university faculty is, then, that only such government can end the alienation of university government from the university function of teaching and research, and the depreciation of the profession of scholar which accompanies that alienation.

It must first be said, however, that these arguments are not put forward with any desire to criticize present or past defects in the administration and government of Canadian universities; no one can pretend that Canadian universities have not developed with a great measure of success under their present form of government. Neither is there any wish to wound those who have given time and effort to the government, or their professional careers to the administration, of our universities. The arguments advanced are directed not to the past, but to future improvement, and to the diminution of recently developed maladies.

The first undesirable consequence of the present system is that the boards have power they either do not exercise, or which they exercise badly. The consequence is that the best boards are those which do least, and in fact leave the government of the university in the hands of the president and faculty. In such cases, their utility is limited to whatever benefit their patronage may bestow, and to fund raising. These are real benefits, but ones which might be obtained even if the government of universities were in the hands of faculties. Moreover, these are benefits conferred only by a small core of able and enlightened men who are appointed to boards mostly in a financial capacity. Their colleagues may be appointed for much less relevant and beneficial reasons, to represent some segment of the community, or as a reward for political service, or as a step in a political career. Some appointments to boards are, of course, made under pressure, either that the appointee may exercise some kind of furtive censorship, or even be in a favourable position to influence the expenditure of the funds of the university or college. Such a board is likely to be a very active and possibly a very bad one. In short, under the present system, a good board in fact devolves its authority, a bad one may use it mistakenly, or even improperly.

Even good boards, however, do not really justify the system or correct its basic fault, the divorce of the responsibility for governing and the responsibility for functioning, which vitiates the vigour of Canadian universities and creates the conditions and symptoms out

of which the demand for faculty government arises. At its best, the present system still gives rise to the second evil: the alienation of the university administration from the university faculty. The first and principal sufferer from this alienation is the president. Canadian university presidents have nearly always been scholars or scientists, although nothing in law requires that they should be. Once appointed, however, the president is president for life. He has perforce to give up his teaching and research. This in itself is a shocking demand to make of any genuine and vital scholar. Moreover, despite courtesy and common sense on both sides, all but the biggest of presidents sooner or later ceases to be in sympathy with his former colleagues. He himself is no longer bound by the rigorous demands of experiment or research. He becomes, as an administrator, concerned with means, expedients, and compromises. He sees much of the worst of his colleagues and too little of the best.

In such circumstances, the effects of the basic dichotomy between authority and function work with especial force on the president. The functioning and the morale of the university are the president's charge. But he can only carry out his duties with the concurrence of a body of men who, through no fault or shortcoming of their own, can have little sense of the nature of his task or much comprehension of the professional responsibility of the faculty. The president has, therefore, to carry on a constant education of an ever changing board; he has always to translate the wishes of his faculty into terms the board may appreciate, and the decisions of the board into terms the faculty may not dislike. In such circumstances, weaker presidents are bound to become to some degree experts in duplicity, unless they save themselves morally by going over to their boards and becoming straight authoritarians.

A further consequence for the president, of the vesting of legal authority in an external body is the imposition on him of the attitude of the business world towards public statement. The president is the voice of his university, and a university ought to be a responsible focus of intellectual criticism and public conscience. A president ought to speak out on matters of public concern, in his own right and person usually, but for the university on occasion. Free criticism and open controversy are the very breath of that truth universities exist to discover and it is a grave loss that the conventions of business, no doubt proper in their sphere, should be allowed to smother the

conventions of the intellectual world and make cigar store Indians of university heads.

The sad truth is that none of these improper demands on a university president, that he forsake his professional career, that he become a go-between between incompatibles, that he be officially discreet when a statement of principle is called for, are in the least necessary. If the presidency were elective, a senior scholar might give the last five or ten years of an active life to it. If faculty were on the board, the president's hand would be immeasurably strengthened, and he would not have to make comprehensible two incomprehensibles. Finally, he could, as the genuine representative of his colleagues, speak out with both personal and corporate weight on matters in which university opinion might have weight and bearing.

If, however, the president is the first victim of the system of government, the deans are the second. As the president is caught between the authority of the board and the competence of the faculty, so deans are caught between the executive authority of the president and the desires of their colleagues. As in the case of presidents, the big men in the well-run universities do not wholly succumb. But many deans early become pure and authoritarian administrators, content with a smoothly running system, a re-assuring flow of paper, and a body of ever more handpicked and ever more docile colleagues. Like presidents of insufficient integrity, they acquire a contempt, not always concealed, for their academic colleagues and a sneaking pride in their appointed eminence.

Nor does the evil end in the conversion of the dean from a trusted senior colleague into an administrator who achieves his ends by the exercise of authority. As the university system becomes more authoritarian under the operation of this form of government and under the rapidly growing stress of numbers, and as appointment replaces election in the office of dean, the type of man becoming dean changes. In place of the scholar of reputation and achievement, in whose character and sense of professional integrity his colleagues had some confidence, universities increasingly see young men of little professional repute, or who are only too evidently scholars *manqués*, appointed to administrative office, with the obvious intent on their part of making a career of it. Such a docile and supple set of men is sure to multiply and flourish under the present system, and in their hands the alienation of authority and function, of administrators and faculty, will be

complete. When that happens, teaching and research in Canadian universities will cease to be a free activity, and the depreciation of the profession of scholar will be carried many steps further.

For the final evil of the present system of university government is not only that it alienates and corrupts the administrators by divorcing them from the real functioning of the university. It is also that it subordinates the free activities of teaching and research to an external and alien control. It is that it degrades the profession of scholar and scientist by destroying the autonomy without which no profession is a profession. There can be little doubt of this, as the process is already considerably advanced in Canadian university life. Nor is it a matter of occasional and exceptional outbreaks of arbitrariness, such as the United College affair, and those which have not been made public. These are only outbreaks of a pervasive and insidious malaise which derives from a system which legally subordinates men who are free and responsible agents in their profession to an authority which possesses no representative or moral basis whatever, and which in its actual working produces much harm and little if any practical good that could not be accomplished by another form of government. Neither is the system to be saved by the spawning of committees or the proliferation of vice Presidents; these are only symptoms of an advanced stage of the disease. The basic fact is that the scholar cannot properly be treated as a worker under contract, simply because no one but himself can direct his work. He can only be treated as a responsible member of a community, engaged in pursuits which, in the long run and overall, are necessary for the society in which that community lives.

Nor will it do to point to the American example. Anyone of any experience of American university life knows that in the big and good universities the faculty is so powerful that the boards are checked and balanced by them. The American scholar, accustomed to a division of powers and unhampered by a Canadian respect for authority, fights his administration openly, joyously, and usually successfully. But in a number of small universities and colleges there exists an academic underworld into which men go with reluctance and from which they escape when they can. In these the administration can be an organized reign of terror. The Canadian genius is different; we look for freedom under a representative and responsible authority, not for a right of rebellion we would not care to use.

Thus the ultimate evil in the Canadian system is that the scholar, alienated from those bodies which make the decisions under which he works, and treated as someone essentially irresponsible and not to be trusted with authority, *becomes* irresponsible and not to be trusted with authority. He develops that unfitness for university government which is held against him. No one will deny that many scholars lack administrative capacity, or that some are cranky, and some foolish, or that no fool is as perverse as a highly educated one. But one can be confident that as university faculties have yielded a sufficiency of university presidents and deans, and members of royal commissions and public corporations in the past, they will be able to do so in the future.

Just as one marvels that presidents and deans are not more authoritarian than they are, so one wonders that faculty members are not more irresponsible than they are. The reason has been the comparative intimacy of Canadian university life, and its comparative courtesy and common sense. With the explosive growth of today, these qualities are under strain, and the alienation of administration and faculty is quickening and becoming a serious threat to the integrity of Canadian universities. Defences of the past operation of the system will not help. The question is what is best for the future. The answer can be found only in a reform of the system which will, by proper consideration and due constitutional provision for the nomination and election of the experienced and capable, create a system of university government in which the faculty are responsible in every respect for the functioning of the university, and in which governments and the public may have confidence.

STUDY, RESEARCH AND TRAVEL GRANTS FOR UNIVERSITY PROFESSORS

by J. Rosemary Vanderkamp*

"When the rôle that the universities have played and are destined to play in the progress of civilization and in the particular area of international co-operation is considered, it is immediately obvious that the funds which are devoted by governments, intergovernmental agencies and foundations for the precise purpose of inter-university co-operation must be increased substantially if universities are to make their full and unique contribution in this field."¹ This is the conclusion reached in a report on programmes of international co-operation between university institutions published by Unesco earlier this year. Among the topics considered in this report is the international exchange of scholars.

During recent years there has been an increasing international traffic among university personnel. Students and staff alike have shared in this movement. In the academic year 1959-60 alone, 5,679 Canadian students were enrolled in universities in the United States — the largest number in the history of academic exchanges to go to the United States from a single foreign country — while 117 Canadian professors, lecturers, and advanced scholars were affiliated with United States institutions. Canada sent the largest number of students to the United States, but fell well behind the United Kingdom, Japan, India and Germany in the number of professors visiting American universities.²

If full-time members of university teaching staffs in Canada are to participate in the increased international flow of university personnel, they will require opportunities for leave of absence from teaching duties, and financial assistance.

Sabbatical leave

In Canada there is no automatic system of sabbatical leave to enable university professors to pursue their own researches or to travel and study elsewhere. During recent years, however, there has

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¹Unesco. *Formal Programmes of International Co-operation between University Institutions*. Paris, Unesco, 1960, p. 32

²Institute of International Education. *Open Doors 1960*. New York, I.I.E., 1960. Numbers of foreign professors in the United States from: U.K. - 392; Japan - 332; India - 251; Germany - 185.

been a marked improvement in the salaries of members of university teaching staffs. At the same time, perhaps alongside a general development of "fringe benefits", opportunities for full-time members of teaching staffs to take leave of absence have been growing. Sabbatical leave, which was for many years a special privilege, is becoming increasingly common.

In April 1957 a report of a C.A.U.T. survey on sabbatical leave stressed the importance of periodic leaves of absence for members of university teaching staffs. "It is desirable that university teachers should be enabled to profit by personal contacts with others in their fields of study and by visits to notable libraries, laboratories, and other institutions. Such opportunity is particularly important at universities which are isolated from other great centres of learning and where travel costs prohibit frequent attendance at meetings of learned societies. Regular leaves of absence benefit not only the individual but also his university. The individual's horizons are broadened, fresh zest and new ideas may be expected in both his teaching and research programme. The name of his university is carried beyond provincial boundaries and the work of its scholars becomes better known elsewhere."³

The funds which universities have at their disposal to implement such programmes are limited. Several universities in Canada make it possible for a full-time member of teaching staff to take a year off on half-salary for study and research after seven years of teaching on the staff. In some cases there may be a special fund at the university to provide for this. Dean H. S. Armstrong has examined the practices adopted by a number of Canadian universities⁴ and notes that leave of absence is invariably granted when a faculty member secures an award which will permit him to carry on his researches in another institution.

Financial assistance

There are three groups of university teachers interested in grants for study or research: the junior staff members; the more-experienced and fully-qualified teachers; and the established scholars.

³The C.A.U.T. *Bulletin* Vol. 5, no. 2 (April 1957), p. 17.

⁴H. S. Armstrong. *Academic Administration in Higher Education*. Ottawa, C.U.F., 1959, p. 48.

Assistance for study towards advanced degrees

Many junior members of faculty require leave of absence in order to complete their studies. Mr. R. D. Mitchener of the Dominion Bureau of Statistics has examined the number of years that elapse between the time when a university professor is awarded his first degree and the date when he receives his highest earned degree. In a survey of teaching staff of 42 universities, he pointed out that half of the staff with doctorates had not earned that degree until seven years after they had received their first degree. A quarter of those with master's degrees took eight or more years from the receipt of their first degree to the awarding of the advanced degree, while a quarter of those with doctorates took over ten years, measured in the same way, to earn them. Mr. Mitchener concludes: "it would seem to follow that if an advanced degree is preferred for teaching posts, and if the expected staff shortage is to be in part remedied through attracting young graduates, attempts might be made to reduce the time lag." Among the remedies suggested is greater fellowship aid.⁵

Dr. A. W. Trueman, the director of The Canada Council, has also drawn attention to the vital importance of ensuring an adequate supply of fully-qualified university and college teachers. In an article entitled "The Canada Council and the Talented Individual"⁶ he points to the significant role scholarship and fellowship programmes have to play. "Of all the services The Canada Council is attempting to perform none . . . is more important, for none will have more beneficial and more lasting consequences, than the annual provision of a . . . scholarship and fellowship programme . . ."

It is interesting to note that at least 75% of the applicants from Canada for Commonwealth scholarships and fellowships for study in the United Kingdom in 1961-62 have stated that they propose to go on to university teaching.

There are numerous publications which list awards available for graduate study, and I shall not attempt to duplicate this type of information here. Several of the most useful of these publication are noted at the end of this article.

⁵The C.A.U.T. *Bulletin*, Vol. 7, no. 4, p. 30.

⁶*Echoes*, Spring 1960, reprinted in The Canada Council: *Third Annual Report*, p. 63.

Assistance for study and research

More senior members of teaching staffs who are still relatively unknown in their field will be eager to take advantage of leave to study and to undertake research. In the majority of cases they will need to travel if they are to use these opportunities to full advantage. Many will have family commitments which will make it difficult or even impossible for them to accept a reduced salary and to finance their study tours themselves. They will require assistance in the form of research fellowships, travel grants, and travel fellowships. It is with this group that I am primarily concerned here.

Assistance for senior scholars

The opportunities for members of the third group, the established scholars, to travel and to study are relatively great. They may well be in demand for lecture tours, for active participation in conferences, and for consultation abroad. Their financial requirements are more readily met.

Sources of aid

To return to the second group, there are generally speaking three main sources of financial assistance for university professors: universities, foundations, and government agencies.

Contribution of the universities

The universities in Canada give both direct and indirect assistance. Indirect assistance is given by providing a staff member with leave of absence at a reduced salary. This inevitably involves the university in increased expenditure. Direct assistance may also be given in the form of travel grants for research and for attendance at meetings of the learned societies. Travel grants for research appear to be given entirely on an ad hoc basis. At least two-thirds of Canadian universities have made grants of this kind in the past. Suggestions have been made that a fixed percentage of the university budget should be allocated to grants to enable professors to take leave of absence and to travel.

Contribution of foundations and associations

The second source of aid includes the many foundations and associations which are concerned with the progress of education. Forty-one per cent of the grants made by American foundations

currently go to the field of education; and as much as 47% of the expenditure of the large foundations is in this field.⁷ It is the practice of the foundations to disburse their funds with great care. If they feel that another body is providing the service requested, they will not readily enter the field.

Prior to the establishment of The Canada Council, foundations and associations were very largely responsible for making it possible for university teachers in the humanities and social sciences in Canada to travel and study abroad. The Humanities Research Council of Canada and the Social Science Research Council of Canada made grants available and special programmes were established by foundations in the United States. For example, in January 1954, the Carnegie Corporation of New York made a grant of \$25,000 to the Humanities Research Council to assist members of university departments in taking a year's leave of absence from their regular duties. The grants could be devoted to any purpose such as writing, travel, research or formal studies. The grant was to be renewed annually for a period of five years. In fact it was reduced to \$15,000 in the years 1957 and 1958.

There seems to be a direct connection between the establishment of The Canada Council and a growing reluctance on the part of the foundations to increase or in some instances to continue their participation in such programmes.

The Humanities Research Council of Canada and the Social Science Research Council of Canada still make occasional grants to individuals, but this is a field where they have passed over the main portion of their activities to The Canada Council. They also distribute funds allocated to them by The Canada Council to enable professors to attend conferences of the learned societies. In addition the Humanities Research Council sponsors a scheme for the exchange of personnel with Australian universities.

Foundations outside Canada make funds available for the general exchange of scholars, and Canadian professors may benefit from these programmes.

Since its establishment the Nuffield Foundation, for example, has been providing the means for future academic leaders and adminis-

⁷The Foundation Library Center. *The Foundation Directory*. New York, Russell Sage Foundation, 1960, p. liii.

trators in the Commonwealth to undertake postgraduate study in Britain and to experience for a year or so what life is like in that country. A special point has been made of enabling a married overseas fellow to be accompanied by his wife. The Foundation awards Dominion Travelling Fellowships, Travel Grants and the Royal Society and Nuffield Foundation Commonwealth Bursaries. In 1958-60 the Canadian Liaison Committee for the Foundation received 48 applications for awards; 35 were successful. In 1958-59 nineteen of the successful applicants were professors.

Contribution of government agencies

The third and major source of funds to-day are government agencies. In Canada government funds are distributed in the humanities and social sciences by The Canada Council and in the natural sciences through the National Research Council of Canada.

The Canada Council is devoting nearly three-quarters of its scholarship programme to academic awards in the humanities and social sciences. For the academic year 1961-62 ten categories of scholarship awards are available and members of university teaching staffs are eligible to apply for a number of these. It was with the needs of the average professor in mind that The Canada Council decided to introduce a new category of awards for 1961-62. Post-doctoral fellowships are now available for younger scholars who will no longer have to compete for awards with those who have greater experience and established reputations.

In general it appears that half of the fully-qualified candidates for scholarships and fellowships are refused by the Council because of lack of funds. To give one example, in 1958-59 there were 56 applications for Senior Research Fellowships and 24 awards were made; in the following year the number of applications had increased to 68, but still only 24 awards were made. As the work of the Council becomes more widely known the number of applications is likely to increase still further.

In addition to the regular scholarship programme the Council makes many special awards. A plan has been developed to assist in bringing lecturers from one Canadian university to another for special lectures. The Council provides the travelling expenses of the lecturer and half of his honorarium.

One of the principal functions of the Council outlined in *The Canada Council Act* is to "exchange with other countries or organ-

izations or persons therein knowledge and information respecting the arts, humanities and social sciences, and arrange for representation and interpretation of Canadian arts, humanities and social sciences in other countries." One way in which the Council has tried to develop cultural relations with other countries is by helping Canadians to attend international conferences. A limited number of travel grants are awarded each year to enable individuals who are the official representatives of Canadian organizations to attend important international meetings. In 1959-60, for example, seven university professors received individual grants to attend international conferences and a group of six delegates was given special assistance to attend the 25th International Congress of Orientalists in Moscow.

Another field in which the Council has assisted is in aid to publications. Last year (1959-60) the Council made grants of \$15,000 each to the Social Science Research Council of Canada and the Humanities Research Council of Canada to assist the publication of scholarly works. In that period the two organizations assisted in the publication of 19 manuscripts.

To turn to the field of science, the university support programme of the National Research Council began with the establishment of the Council in 1917. The original members of the N.R.C. realized that before they could foster or co-ordinate scientific research in Canada there must be active groups of scientists in the universities and a supply of trained research workers from the university graduate schools. One of the first actions of the N.R.C., therefore, was to set up a system of scholarships to assist students in their postgraduate training, and a system of grants to professors to stimulate research in Canadian universities. "The long-term problem facing the Council today is fundamentally the same as it was forty years ago — to assist in building up in Canada a first rate body of scientists and engineers adequate for the expanding development of the country."⁸ The programme of the Council in this field has been so successful that in the *Annual Report* for 1959-60 the following claim is made: "The structure and methods of operation of the National Research Council have proved in the past to be an effective channel for the support of science in the universities. Grants and scholarships have kept pace with the ability to absorb them. With increased support, commensurate to the

⁸National Research Council of Canada. *Review of the National Research Council* 1958. Ottawa, Q.P., 1958, p. 16.

growth of the universities and to the increasing costs of research, this mechanism should be adequate for the future.”⁹

In 1959-60 expenditure by N.R.C. on direct university support, consisting of awards to individuals in the form of research grants to members of university staffs and postgraduate scholarships to students, amounted to \$7,851,426. Eighty-five per cent of this amount covered the cost of approximately 875 research grants of various types and amounts to members of university staffs.

The main portion of the university support programme consists of grants in aid of research to members of university staffs. Applicants for awards should hold full-time appointments at a university. No fixed values are preassigned to these awards and funds may be used to employ students, to purchase special equipment and supplies, etc. Operating grants are made to individuals to support the operating costs of research and major equipment grants are made to established research workers for the purchase of units of special equipment costing \$5,000 or more.

The N.R.C. also supports a programme of travel grants. These grants are generally restricted to persons holding full-time university appointments. They may represent the Council's contribution to the cost of official delegations to scientific conferences, be designed to assist individuals, particularly young scientists, to travel abroad so that they may benefit from the experience of meeting and associating with scientists from other countries in whose work they are interested, or they may be grants towards the cost of travel by individuals who have been granted leave of absence from teaching duties with reduced salary to enable them to study or undertake research abroad. In 1959-60 N.R.C. spent \$52,790 on this programme.

The N.R.C. also administers programmes of awards, funds for which come from government departments such as the Department of Agriculture and the Department of Mines and Technical Surveys.

The Canadian National Commission for Unesco has very limited funds at its disposal for making travel grants to assist representatives of Canadian organizations to attend conferences sponsored by Unesco.

Canadian professors may also apply for awards made available by government organizations in other countries. Among these organizations is the British Council.

⁹National Research Council of Canada. *Forty-third Annual Report 1959-60*; Ottawa, Q.P., 1960, p. 16.

The main task of the British Council is "the making and fostering of contacts between individual people". Scholarships are available for men and women to carry out advanced study or research in the United Kingdom. In 1959-60 13 applications for scholarships were received from Canadians and three awards were made. The number of applications has increased considerably this year. The British Council is also responsible for the Commonwealth University Interchange Scheme. This scheme was inaugurated in 1948 at the Sixth Congress of the Universities of the Commonwealth. The aim of the congress was to establish a programme which would result in greater freedom of movement among university scholars. A plan was set up whereby funds are provided by the United Kingdom Commonwealth Relations Office, acting through the British Council, to enable members of teaching staffs on leave from their universities to travel within the Commonwealth and to facilitate visits by scholars from one part of the Commonwealth to another. During the past few years approximately six Canadian professors a year have benefited from the programme.

Conclusion

In 1960-61 there were approximately 8,600 full-time members of the teaching and research staffs of universities and colleges in Canada. If the current ratio of full-time students to full-time university teachers is maintained, we can expect the number to increase to about 18,000 in the academic year 1970-71. It is estimated that about 3% of full-time university teachers and research workers are on leave of absence, either sabbatical or other forms of leave, each year.¹⁰ There may well be about 540 professors on leave of absence in 1970-71. If a fairly large proportion of them are to receive assistance to enable them to take full advantage of this period of freedom from teaching duties, it seems that the number of grants available will have to be increased considerably.

Three tables listing awards available to university teachers for study, research and travel follow. Awards of interest to young professors taking their master's or doctoral degrees are not included. An attempt has been made to include as many awards as possible, but this listing does not claim to be in any way comprehensive.

¹⁰C.U.F. unpublished data.

GRANTS AND FELLOWSHIPS AVAILABLE TO CANADIAN UNIVERSITY PROFESSORS FOR STUDY,
RESEARCH AND TRAVEL

— GENERAL —

(Grants designed for study towards master's or doctoral degrees are not included)

| <i>Award</i> | <i>Field</i> | <i>Where Tenable</i> | <i>Value</i> | <i>Aid for Travel</i> | <i>No.</i> | <i>Description — Qualifications</i> |
|--|--------------|--------------------------|---|---------------------------|------------|--|
| BRITISH COUNCIL British Council Scholarships | Unrestricted | U.K. | tuition fees + maintenance grant, etc | provided | approx. 3 | For advanced study & research. Age 25-35. For 1-2 academic years. |
| Commonwealth University Interchange Scheme | Unrestricted | Commonwealth | not specified | principally for travel | limited | To assist: (a) university teachers on recognized study leave — preference given to those with 5 years' standing. (b) distinguished university scholars invited by universities for short visits. (c) postgraduate university research work- ers holding research grants — including younger university teachers. |
| CARNEGIE CORPORATION OF NEW YORK — Travel grants | Unrestricted | U.S. & Canada | not specified | principally for travel | limited | To enable university teachers & adminis- trators from Commonwealth countries in- cluding Canada to become acquainted with developments in their fields in U.S. & Canada. |
| COMMONWEALTH SCHOLARSHIP AND FELLOWSHIP PLAN INDIA — Fellowships | Unrestricted | India | Rs. 450/— (ap- prox. \$90) per month + up to Rs. 300/— for books & equip- ment | return fare | 5 | For citizens of Commonwealth countries up to age of 40. For study and research. Generally for 2 years. |

| | | | | | | |
|---|--|--|-------------------------|-----------------|--------------------------|--|
| NEW ZEALAND — Fellowships | Unrestricted | New Zealand | not specified | provided | not specified | For citizens of Commonwealth countries. New Zealand generally requests specific professors. |
| IMPERIAL RELATIONS TRUST Travel grants | University administration | U.K. | £250 + | cost of travel | 1, approx. every 5 years | To enable principals, registrars & others responsible for policy & administration of universities to visit U.K. for 10 weeks. |
| JOHN SIMON GUGGENHEIM MEMORIAL FOUNDATION John Simon Guggenheim Memorial Foundation Fellowships | research in any field of knowledge & creative activity in the arts | U.S.A. | unspecified | may be included | approx. 6 | For Canadian nationals age 25-40, generally those who have demonstrated unusual capacity for productive scholarship or creative ability in the fine arts. |
| NATO Nato Exchange Professorships | Unrestricted | NATO countries — country specified each year | 4,000 new French francs | included | approx. 1 | Receiving country can request specific professor, but opportunities arise for direct application occasionally. For 10-20 weeks. |
| ROCKEFELLER FOUNDATION Rockefeller Foundation Fellowships | wide selection of subjects | unrestricted | \$250 per month | provided | approx. 250 in total | Available to nationals of countries in which the Foundation's programme is active. For those with experience and with an appointment on staff of a university or research institute. Sponsor to recommend; not by application. For 1 year. |

GRANTS AND FELLOWSHIPS AVAILABLE TO CANADIAN UNIVERSITY PROFESSORS FOR STUDY,
RESEARCH AND TRAVEL

— HUMANITIES AND SOCIAL SCIENCES —

(Grants designed for study towards master's or doctoral degrees are not included)

| <i>Award</i> | <i>Field</i> | <i>Where Tenable</i> | <i>Value</i> | <i>Aid for Travel</i> | <i>No.</i> | <i>Description — Qualifications</i> |
|---|---|---------------------------------------|--|---|----------------|---|
| CANADA COUNCIL Post-doctoral Fellowships (Category 3b) | Humanities & Social Sciences | unrestricted | \$4,000 ^s \$4,500 ^m | full costs for scholar - 2/3 costs for wife | 12 | Available for research work for one year or less; Canadian residents. |
| Senior Research Fellowships (Category 3a) | " " | " | \$4,000 ^s \$4,500 ^m | " | 12 | For senior scholars usually for post- doctoral work for one year or less. Canadian residents. |
| Grants in Aid of Research and Other Productive Scholarship | " " | " | \$300-1,200 | may be included in grant | approx. 125 | Short-term grants for post-doctoral scholars. Canadian residents. |
| Visiting Lecturers | " " | Canada | ½ honorarium up to \$3,500 | provided | limited | To assist universities in bringing special lecturers from other institution. |
| Grants to attend international conferences | " " | " | not specified | for travel | limited | To enable individuals to attend important international conferences; for represent- atives of Canadian organizations. |
| DAFOE FOUNDATION Dafoe Foundation Fellowship | International relations | outside Canada for Canadians | \$2,000 | | 1 | Available to nationals of all countries. For research in international affairs. Open to graduate students studying for Ph.D. and to senior scholars. For 1 year. |
| FORD FOUNDATION Faculty Research Fellow- ships in Business Adminis- tration and Economics | Business administration & economics | U.S.A. or Canada | Salary + research expenses | provided | not specified | For faculty members of universities offering graduate work in the field. For up to 1 year. |
| HUMANITIES RESEARCH COUN- CIL OF CANADA AND SOCIAL SCI- ENCE RESEARCH COUNCIL OF CANADA Travel grants (Canada Council funds) | Humanities & Social Sciences | Canada | not specified | for travel | not specified | To enable professors to attend confe- rences of learned societies. |

| | | | | | | |
|---|--|-----------------------|--------------------------------------|---|---|--|
| MACKENZIE KING ESTATE Mackenzie King Travelling Scholarships | International or industrial relations | U.S.A. or U.K. | approx. \$1,500 | included | 4 or 5 | For post-graduate studies in the field of international or industrial relations. Graduates of Canadian universities. |
| NUFFIELD FOUNDATION Dominion Travelling Fellowships | Humanities & Social Sciences | U.K. | up to £1,290* £1,490 ^m | full costs for scholar & poss- ibly for wife | 2 or 3 | For Canadian nationals, age 25-35, with doctorate + 1 year of university teaching. Must return to Canada to academic career. For 12 months. |
| Travel grants | " " | U.K. | £40 per month living grant | £150 from Atlantic and central pro- vinces; £165 from prairies; £180 from B.C. | not specified | For senior scholars of outstanding ability who are too old for Travelling Fellowships. For 2-12 months. |
| QUEEN'S UNIVERSITY AT KINGSTON Institute for Economic Research | Economic research | Queen's University | grants from University | | approx. 12 | Faculty members are generally invited to attend, but individuals may approach Queen's staff indicating their interest. Financed partly by grants from the Institute, partly by professors applying to Canada Council. |
| SOCIAL SCIENCE RESEARCH COUNCIL (U.S.) Faculty Research Grants | Social Sciences | unrestricted | \$1,500-6,000 | included | approx. 50 in total including Grants-in- aid of Research | For residents of U.S. & Canada. For small research projects. Generally given to those who have had Ph.D. 5 years. |
| Grants-in-aid of Research | Social Sciences | unrestricted | up to \$1,500 | included | approx. 50 in total including Faculty Research Grants | For residents of U.S. & Canada. To help individuals carry out small research |
| Grants for Slavic & East European studies | Research in Social Sciences or Humanities relating to Slavic or East European studies | unrestricted | variable | may be included | not specified | Open to residents of U.S. & Canada. For research, publication, and travel to conferences. To assist scholars to do research. |

* single
m married

— BIOLOGICAL AND PHYSICAL SCIENCES —

(Grants designed for study towards master's or doctoral degrees are not included)

| <i>Award</i> | <i>Field</i> | <i>Where Tenable</i> | <i>Value</i> | <i>Aid for Travel</i> | <i>No.</i> | <i>Description — Qualifications</i> |
|---|--|-------------------------------|---|--|---------------|--|
| NATIONAL RESEARCH COUNCIL OF CANADA Postdoctorate Overseas Fellowships | Science & Engineering | unrestricted | \$2,700* \$3,500 ^m | full costs for scholar - 2/3 costs for wife | limited | Canadian citizens, age under 35, with doctorate. For 1 year, renewable. |
| University Postdoctorate Fellowships | Science, & Mathematics & Engineering | Canada | \$3,700* \$4,500 ^m + grants to univs. | full costs for scholar - 2/3 costs for wife | approx. 30 | Under 35 years of age. For 1 year. |
| Postdoctorate Fellowships in co-operation with Depart- ment of Agriculture | Agriculture | Laboratories of Department | \$3,700* \$4,500 ^m | full costs for scholar - 2/3 costs for wife | approx. 10 | Under 35 years of age. For fundamental research. |
| Postdoctorate Fellowships in co-operation with Depart- ment of Mines & Technical Surveys | Astronomy | Laboratories of Department | \$3,700* \$4,500 ^m | full costs for scholar - 2/3 costs for wife | approx. 10 | Under 35 years of age. For fundamental research. |
| Travel grants | Sciences | unrestricted | not specified | for travel | not specified | Generally awarded only to persons hold- ing full-time university appointments:— (a) for financial assistance to official delegates to scientific conferences. (b) to assist individuals, especially young scientists, to travel abroad. (c) towards cost of travel of individuals grant- ed leave from teaching duties with reduced salary, to enable, them to study or do research abroad. |
| NUFFIELD FOUNDATION Dominion Travelling Fellowships | Medicine Natural Sciences | U.K. | up to £1,290* £1,490 ^m | full costs for scholar, possibly for wife | 2 2 or 3 | For Canadian nationals, age 25-35, with doctorate + 1 year of university teaching. —Must return to Canada to academic career. For 12 months. |
| Travel Grants | Natural Sciences Medical Sciences | U.K. | £40 per month living grant | £150 Atlantic & Central prov.; £165 prairies; £180 B.C. | not specified | For senior scholars of outstanding ability who are too old for Travelling Fellow- ships. For 2-12 months. |
| Royal Society and Nuffield Foundation Commonwealth Bursaries | Natural Sciences | Common- wealth | £200-600 | included | not specified | For Commonwealth scientists, holders of salaried posts to which they will return. For 2-12 months. |

* single
m married

PUBLICATIONS LISTING AWARDS FOR GRADUATE STUDY

- The Association of Universities of the British Commonwealth.
United Kingdom Postgraduate Awards 1960-62. London,
A.U.B.C., 1960.
- Dominion Bureau of Statistics. Education Division. *Awards for
Graduate Study and Research 1961*. (To be published shortly).
Ottawa, Queen's Printer.
- Institute of International Education. *Handbook on International Study
1958*. New York, Institute of International Education, 1958.
- Potter, Virginia Bosch. *Fellowships in the Arts and Sciences 1959-60*.
Association of American Colleges, 1958.
- United Kingdom Information Service, Canada. *Educational Co-
operation within the Commonwealth*. London, Central Office of
Information, 1959.
- Unesco. *Study abroad 1960-61*. Paris, Unesco, 1960.

SALARY COMMITTEE OF THE CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS

Report on the 1960/61 Salary Survey

(see attached Table of Salaries)

Collecting the information

In assembling the salary figures for this year we have been greatly aided by R. D. Mitchener of the Dominion Bureau of Statistics, who is releasing to us data obtained by the Bureau from university administrations. Twenty-one of the 28 returns collected came from the Bureau. The rest were sent by local faculty associations, either because their administration has not agreed to the release of data from D.B.S., or in advance of such a release. In one instance the local association had to canvass each member individually, in order to discover current salaries!

No information has yet been received from these five universities :

| | |
|-----------------|------------|
| Brandon | St. Mary's |
| Jean-de-Brébeuf | St. John's |
| Ottawa | |

Nonetheless, it was thought advisable to punish the figures we have while they are topical and possibly of use in salary negotiations.

We hope that the format used this year will become standard in future years, to facilitate comparison between different years. We also hope next year to gather the information more rapidly, in time for publication in the December "Bulletin".

Treatment of data

Except where indicated, figures are believed to apply to the whole teaching staff of the university, including Professional Schools such as Medicine.

The category of "Lecturer and Instructor" has always been an uncertain one. It generally includes all non-professorial full-time teaching staff employed on a 12-month basis (other than laboratory demonstrators), but the basis of reporting these may well differ from one university to another.

Not enough information was obtained about the salaries of Deans to permit meaningful comparison. Deans are generally not included in the tabulation, except for the OVERALL AVERAGE figure.

In about half the universities, separate figures are available for "Department Heads and Directors" and for "Other Professors". In these cases the average Department Head salary is about \$1,000 more than that of the Other Professor, though this varies greatly. It is over \$2,000 at Toronto and Western, but virtually zero at Acadia, Dalhousie, New Brunswick, and Queens. However, the category of "Department Heads and Directors" is not always clear-cut. For this reason, and to allow comparison with universities that do not separate the two types of professor, we have in every case combined the data for all professors.

The Committee has more detailed information than can be conveniently published (some medians, quartiles, salaries of department heads and deans). Any member requiring additional data is invited to write to us for it. Our aim has been to give enough figures

to show in each university and in every rank both the average salary and the spread in salaries, and to arrange these so as to permit ready comparison between universities.

The tabulation of salary figures

In the attached table, three salary figures are listed for each rank :

The Maximum salary actually paid

The Average (Arithmetic Mean), and

The Official Salary Floor.

The Minimum salaries are generally identical with the floors, but where they differ, they are given (in parentheses) under the floor figures. Where there are professors below the floor, they are few in number, but their salary is often considerably less (up to \$1,800).

For each university, the overall average of all salaries is also given. This depends on the percentage of faculty in various ranks as well as on the salaries for each rank. Where possible, this overall average is compared with last year's overall average. The increase calculated is not very reliable, and can be greatly influenced by small changes in the method of reporting salaries. In any case, this figure is not the same as the average increase given to the individual faculty members.

The Overall Average is used as the basis of arranging the universities in order. The exact rank of a university should not be taken too seriously, as it can be affected by unknown differences in the methods of reporting lecturers and instructors. A calculation has been made of average salaries excluding lecturers and instructors, but this is objectionable on other counts. In any case, the resulting re-arrangement of the universities does not alter their rank greatly.

Following the list of universities we compute, by averaging the individual returns, a rough salary pattern for an "Average University". Finally all professors are treated as one body, and the range of salaries and the average are given for each rank.

Comments on the salary picture

A glance at the table of salaries shows that no university is clearly in the lead. Many have nearly the same salaries in each rank, though they may differ considerably in the composition of their establishments, probably reflecting different policies on appointments

and promotions. A few universities still lag far behind the average.

On the average, the year brought a steady but unspectacular salary improvement of 7 - 8%, out-distancing the increase in the cost of living. Only eight of the 25 universities are known to have automatic salary increases to ensure progress in the future. They are; in alphabetical order:

| | | | |
|---------|------------|-------------------|-----------------|
| Acadia | Assumption | Ont. Agric. Coll. | Ont. Vet. Coll. |
| Alberta | Memorial | New Brunswick | Waterloo U. |

A Sub-committee under Dr. A. Stroll at U.B.C. is engaged in a wider ranging study of trends in salaries and criteria for deciding what salaries ought to be. Any member with views on this subject is invited to write to him.

Respectfully submitted for the C.A.U.T. Salary Committee,

F. K. BOWERS, (U.B.C.)
Chairman.

January 11, 1961.

Table of Salaries paid in Canadian Universities, 1960/61

| <i>UNIVERSITY with numbers in various ranks</i> | <i>OVERALL AVERAGE incl. Deans</i> | <i>Professors incl. Heads</i> | <i>Associate Professors</i> | <i>Assistant Professors</i> | <i>Lecturer & Instructor</i> | |
|---|--|--|-------------------------------------|-------------------------------------|--------------------------------------|----------------------------|
| Laval (n) 90:67:75:17 | 9,696 | 18,500 11,850 11,200 (10,000) | 11,500 9,447 8,500 (7,000) | 10,000 7,878 6,700 (6,000) | °6,400 5,588 5,000 | Max Ave Flr (Min) |
| Saskatchewan (s, u) 81:81:92:82 | 9,665 | — 13,789 11,700 | — 10,063 9,000 | — 8,400 7,000 | — °6,000 — | Max Ave Flr (Min) |
| Queens (f) 71:44:61:37 | 9,253 (up 327) | 15,000 12,404 11,500 (11,150) | 12,500 9,456 8,700 | 8,800 7,402 6,700 | 6,800 5,773 5,200 (4,000) | Max Ave Flr (Min) |
| Manitoba 67:87:119:49 | 9,133 (up 733) | 15,900 12,700 11,800 | 11,800 9,776 9,000 (7,500) | 9,400 7,676 7,000 | 7,100 5,783 3,950 | Max Ave Flr (Min) |
| McGill 108:148:154:87 | 9,132 | *15,000 13,822 11,500 | *10,000 9,447 8,500 | *8,000 7,508 6,500 | *6,000 5,649 5,000 | Max Ave Flr (Min) |

| <i>UNIVERSITY with numbers in various ranks</i> | <i>OVERALL AVERAGE incl. Deans</i> | <i>Professors incl. Heads</i> | <i>Associate Professors</i> | <i>Associate Professors</i> | <i>Lecturer & Instructor</i> | |
|---|--|-------------------------------------|----------------------------------|----------------------------------|--------------------------------------|---------------------|
| Alberta | | 15,000 | 10,900 | 9,000 | 7,200 | Max |
| 89:147:194:18 | 9,044 (up 736) | <u>11,751</u> 11,000 (10,450) | <u>9,742</u> 8,500 | <u>7,359</u> 6,000 (5,900) | <u>5,758</u> (5,000) | Ave Flr (Min) |
| Ont. Vet. Coll. | | 13,000 | 10,000 | 8,200 | | Max |
| 18:16:28:0 | 8,948 (up 1,898) | <u>11,861</u> 9,000 (10,500) | <u>8,981</u> 7,800 (8,200) | <u>7,057</u> 6,000 | — | Ave Flr (Min) |
| Dalhousie | | — | *10,000 | — | 6,000 | Max |
| 33:32:28:6 | 8,922 (up °1,263) | <u>10,818</u> 9,500 | <u>9,144</u> 7,500 | <u>6,701</u> 5,500 (4,850) | <u>4,617</u> (3,250) | Ave Flr (Min) |
| Toronto (f, t) | | *15,300 | *10,000 | *7,900 | *6,000 | Max |
| 164:147:198:176: | 8,906 (up 272) | <u>13,527</u> 12,000 | <u>9,709</u> 9,000 | <u>7,559</u> 7,000 | <u>5,443</u> 5,500 (3,000) | Ave Flr (Min) |
| Western (x) | | *13,650 | *9,400 | *7,800 | *6,300 | Max |
| 61:43:68:49 | 8,759 (up 100) | <u>12,728</u> 10,500 | <u>8,903</u> 8,500 | <u>7,556</u> 6,500 | <u>5,869</u> 5,000 | Ave Flr (Min) |
| Montreal (u) | | 14,000 | 11,000 | 11,500 | 6,500 | Max |
| 45:51:88:12 | 8,750 (up 1,810) | <u>11,381</u> 10,500 | <u>9,160</u> 8,200 | <u>7,206</u> 6,400 | <u>5,483</u> 4,800 | Ave Flr (Min) |
| U.B.C. (f, n) | | *13,300 | *9,600 | *8,010 | *6,270 | Max |
| 135:125:203:186 | °8,700 | <u>°12,800</u> 12,000 | <u>9,455</u> 9,000 | <u>7,618</u> 7,000 | <u>°5,900</u> 5,500 (3,600) | Ave Flr (Min) |
| Waterloo U. (w) | | 12,798 | 10,644 | 8,836 | 7,796 | Max |
| 9:11:18:25 | 8,554 | <u>12,620</u> 11,898 (12,198) | <u>10,072</u> 9,744 | <u>8,058</u> 7,596 | <u>6,386</u> 5,718 | Ave Flr (Min) |
| McMaster | | 14,820 | 9,810 | 8,250 | 6,500 | Max |
| 27:29:46:21 | 8,530 (up 646) | <u>11,932</u> 10,290 | <u>8,853</u> 8,010 | <u>7,165</u> 6,300 | <u>5,754</u> 5,100 | Ave Flr (Min) |
| Carleton (x) | | 12,500 | 10,200 | 8,400 | 6,600 | Max |
| 12:27:29:13 | 8,367 (up 504) | <u>10,884</u> 10,000 | <u>9,114</u> 8,500 | <u>7,521</u> 6,500 | <u>5,885</u> 5,000 | Ave Flr (Min) |
| Ont. Agric. Coll. (f, o) | | 13,000 | 10,000 | 8,200 | 6,600 | Max |
| 42:40:79:39 | 8,235 (up 762) | <u>11,691</u> 9,000 | <u>9,278</u> 7,800 | <u>7,376</u> 6,000 | <u>5,188</u> 5,000 (4,400) | Ave Flr (Min) |

| <i>UNIVERSITY with numbers in various ranks</i> | <i>OVERALL AVERAGE incl. Deans</i> | <i>Professors incl. Heads</i> | <i>Assistant Professors</i> | <i>Assistant Professors</i> | <i>Lecturer & Instructor</i> | |
|---|--|-----------------------------------|---------------------------------|---------------------------------|--------------------------------------|--------------|
| Bishop's | | 12,000 | 8,000 | 7,500 | 4,600 | Max |
| 11:4:8:2 | 8,189 | 9,818 | 7,750 | 6,188 | 4,550 | Ave |
| | | 9,000 | 7,500 | 5,500 (5,000) | 4,500 | Flr (Min) |
| New Brunswick | | 12,200 | 9,400 | 7,750 | 5,500 | Max |
| 27:24:62:8 | 7,830 (up 193) | 10,150 | 8,396 | 6,627 | 4,794 | Ave |
| | | 9,400 (9,750) | 7,000 (7,500) | 5,500 | 3,500 (4,000) | Flr (Min) |
| Memorial | | 10,000 | 8,500 | 7,000 | 5,500 | Max |
| 9:19:32:6 | 7,654 (up 1,153) | 9,878 | 8,295 | 6,803 | 4,950 | Ave |
| | | 9,600 | 8,000 (7,000) | 6,500 | 4,000 | Flr (Min) |
| Sir Geo. Williams (u) | | 10,800 | 9,200 | 7,700 | 6,600 | Max |
| 10:10:11:16 | 7,498 | 10,450 | 8,560 | 6,745 | 5,531 | Ave |
| | | 9,700 | 7,500 | 6,200 | 4,500 | Flr (Min) |
| Victoria, B.C. (n) | | — | 10,600 | 8,600 | *6,400 | Max |
| 4:22:30:24 | °7,400 | — | °9,400 | °7,500 | °5,400 | Ave |
| | | 12,000 | 9,000 | 7,000 | 3,600 | Flr (Min) |
| N. S. Tech. Coll. | | 10,250 | 8,750 | 7,000 | 5,500 | Max |
| 5:6:15:4 | 7,297 | 9,850 | 8,500 | 6,533 | 5,163 | Ave |
| | | 8,500 (8,750) | 8,000 (8,250) | 6,000 | 4,000 (4,500) | Flr (Min) |
| Assumption | | 13,000 | 9,400 | 10,100 | 6,000 | Max |
| 13:20:39:31 | 7,251 | °10,000 | 8,230 | 6,864 | 5,358 | Ave |
| | | 9,000 (8,000) | 7,500 (6,700) | 5,800 (5,400) | 4,500 | Flr (Min) |
| United Coll. | | 9,500 | 8,200 | 7,450 | 5,950 | Max |
| 8:7:10:17 | 6,739 (up 496) | 9,100 | 7,814 | 6,310 | 5,083 | Ave |
| | | 9,300 (7,500) | 7,500 (7,000) | 6,000 (4,200) | 4,800 (3,400) | Flr (Min) |
| Waterloo Lutheran Coll. | | — | 8,500 | 7,200 | 5,500 | Max |
| 2:10:14:7 | 6,721 | 9,200 | 7,760 | 6,343 | 4,829 | Ave |
| | | 8,900 | 7,500 | 6,000 | 4,500 | Flr (Min) |
| St. Francis Xavier (f, z) | | 7,750 | 7,100 | 7,400 | 7,200 | Max |
| 6:17:12:10 | 6,234 | 7,462 | 6,438 | 5,958 | 5,340 | Ave |
| | | 6,750 | 5,600 (5,500) | 5,200 (4,600) | 4,500 | Flr (Min) |
| Mt. Allison | | 9,800 | 8,100 | 6,400 | 4,900 | Max |
| 17:6:22:21 | 6,187 | 8,394 | 7,050 | 5,636 | 4,562 | Ave |
| | | 7,600 | 6,000 | 5,200 (5,000) | 4,000 | Flr (Min) |

| <i>UNIVERSITY with numbers in various ranks</i> | <i>OVERALL AVERAGE incl. Deans</i> | <i>Professors incl. Heads</i> | <i>Associate Professors</i> | <i>Assistant Professors</i> | <i>Lecturer & Instructor</i> | |
|--|--|-----------------------------------|---------------------------------|---------------------------------|--------------------------------------|-------|
| Acadia | | 6,300 | 5,460 | 4,000 | 3,360 | Max |
| | 4,917 | 6,008 | 4,649 | 3,564 | 3,105 | Ave |
| 23:28:7:11 | (up 167) | 5,250 | 4,200 | 3,465 | 2,940 | Flr |
| | | | | (3,200) | | (Min) |
| AVERAGE OF ALL UNIVERSITIES LISTED | | 12,300 | 9,530 | 8,120 | 6,100 | Max |
| | 8,090 | 11,050 | 8,700 | 7,000 | 5,330 | Ave |
| 42:45:62:35 | (up 700) | 9,940 | 7,910 | 6,180 | 4,550 | Flr |
| ALL MEMBERS OF UNIVERSITIES LISTED TREATED AS ONE GROUP | | 18,500 | 11,800 | 11,500 | 7,796 | Max |
| | 8,698 | 12,248 | 9,257 | 7,394 | 5,606 | Ave |
| | | 5,250 | 4,200 | 3,465 | 2,940 | Flr |
| | | | | (3,200) | | (Min) |

EXPLANATION OF SYMBOLS USED IN THE TABLE

— means: Information not available

° means: Our estimate from related data.

* means: Maximum salary not available. An upper quartile figure is given; the maximum will be above this.

Minimum salaries (in brackets) are given only where they differ from the Floor

The *Average* (or Arithmetic Mean) salary of each rank is underlined.

The OVERALL AVERAGE is compared with last year's figure, where this is available. E.g. (up 483)

The numbers below the name of a university indicate the number of faculty members in the various ranks. Thus 90:67:75:17 shows that the institution has 90 professors, 67 associate professors, 75 assistant professors, and 17 lecturers or instructors.

The letters below the name of a university have the following meaning:

(f): The Floor for Lecturer and Instructor does not apply to the whole group, but maximum, average, and minimum figures apply to all members.

(n): This information was NOT released through D.B.S., but is official.

(o): Ont. Agric. Coll. figures for Lecturers and Instructors include 20 "Assistants". If they are excluded, the OVERALL AVERAGE changes to 8,614.

- (s) : Saskatchewan figures include 32 Clinical Staff. If they are excluded, the OVERALL AVERAGE changes to 8,898.
- (t) : Toronto figures exclude Victoria, Trinity and St. Michael's Colleges and the Ontario College of Education.
- (u) : This information was NOT released through D.B.S., and is *unofficial*.
- (w) : Waterloo U. figures exclude 6 members with 7½ month teaching year (instead of 9-month). Their floors are: 9,915/8,120/6,330/4,765.
- (x) : OVERALL AVERAGE figure excludes Deans.
- (z) : St. Francis Xavier figures apparently do not include an unknown number of instructors whose salary scale is: Max. 4,000; Min. 3,500.

C.A.U.T. COMMITTEE ON THE IMMIGRATION ACT

Chairman, Professor A. S. Abel (Faculty of Law, Toronto;
 Members, Professors A. Desgagné (Faculty of Law, Laval),
 G. F. W. Inrig (Faculty of Law, Dalhousie), O. E. Lang (College
 of Law, Saskatchewan)

Terms of reference of the committee read as follows:—

The Committee is established and directed to study how and how far obstacles arising under the Immigration Act may have hindered recruitment or retention of qualified non-Canadian instruction staff by Canadian universities; to explore ways for preventing their recurrence; and to devise and propose procedures for the administration of the Immigration Act which give appropriate recognition to the exceptional position and needs of the universities.

The Committee proposes to try to find out by inquiries to the administrations and faculty associations of Canadian universities how far the Immigration Act has interfered with staffing. Information about actual cases is particularly desirable.

Members of local associations are urged to co-operate with the Committee by sending to Professor Abel, Faculty of Law, University of Toronto, as soon as possible any information which might be of use to the Committee.

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS TREASURER'S REPORT

BALANCE SHEET as at August 31, 1960

| <i>Assets</i> | \$ | \$ |
|---|---------------|-------------------------|
| <i>Current</i> Cash in Bank | 2,987.78 | |
| Receivable from employees (pension) | 298.00 | |
| Investment in Government of Canada | | |
| Bonds (cost) | 13,660.19 | |
| Prepayments of supplies and insurance | <u>387.00</u> | |
| Total Current Assets | | 17,332.97 |
| <i>Equipment</i> Furniture & equipment (cost) | 3,407.65 | |
| less accumulated depreciation | <u>681.00</u> | <u>2,726.65</u> |
| TOTAL ASSETS | | <u><u>20,059.62</u></u> |
| <i>Liabilities</i> | | |
| Withholding taxes payable | | <u>137.00</u> |
| TOTAL LIABILITIES | | 137.00 |
| Surplus, as at August 31, 1960 | | <u>19,922.62</u> |
| L | | <u><u>20,059.62</u></u> |

STATEMENT OF SURPLUS September 1, 1959 to August 31, 1960

| | | |
|--|---------------|-------------------------|
| Surplus balance, as at September 1, 1959 | 21,721.36 | |
| Increase in surplus, from Contingency Fund monies | <u>408.75</u> | 22,130.11 |
| Less Excess of expenses over income, for year ended August 31, 1960 | | <u>2,207.49</u> |
| Surplus Balance as at August 31, 1960 (to Balance Sheet) | | <u><u>19,922.62</u></u> |

AUDITOR'S REPORT

I have examined the balance sheet of the Canadian Association of University Teachers as at August 31, 1960 and the statements of income and expenses and surplus for the year ended on that date.

In my opinion, the above balance sheet and statement of surplus and the accompanying statement of income and expenses present fairly the financial situation of the Association as at August 31, 1960 and the results of its operations for the year.

Ottawa, November 9, 1960.

REYNALD MAHEU
Chartered Accountant.

STATEMENT OF INCOME AND EXPENSES

September 1, 1959 to August 31, 1960

| | <i>Actual</i> \$ | <i>Budget</i> \$ |
|--|---------------------|---------------------|
| <i>Income</i> (on a cash basis) | | |
| Membership Fees | 26,520.00 | 25,900.00 |
| Other income: Interest | \$675.00 | |
| Miscellaneous | <u>139.25</u> | <u>500.00</u> |
| | 814.25 | |
| TOTAL INCOME | <u>27,334.25</u> | <u>26,400.00</u> |
| <i>Operating Expenses</i> | | |
| Salaries | 14,566.68 | 13,900.00 |
| Staff benefits — pension & insurance | 1,494.66 | 950.00 |
| <i>Bulletin</i> (Net of advertising) | 3,481.94 | 2,500.00 |
| Travel: Executive Secretary | 2,606.73 | 2,000.00 |
| Committees | 2,212.08 | 2,500.00 |
| Office: Tenancy costs | 1,927.37 | 1,750.00 |
| Telephone & Telegraph | 456.24 | 400.00 |
| Supplies | 1,007.65 | 1,500.00 |
| Depreciation | 681.00 | 843.00 |
| Sundry: Fees to other organizations, Moving office records, etc. | 1,107.39 | 1,000.00 |
| TOTAL EXPENSES | <u>29,541.74</u> | <u>27,343.00</u> |
| Excess of Expenses over Income (to Statement of Surplus) | <u>2,207.49</u> | <u>943.00</u> |

W. J. McDougall
26 November, 1960.

THE ADVERTISING OF STAFF VACANCIES

The following motion was carried unanimously at the C.A.U.T. Council, meeting at Kingston, June 11-12, 1960:

" . . . that the C.A.U.T. expresses its approval of the principle that all university staff vacancies should be advertised; that a copy of the resolution should be sent to the administrative head of every member of the N.C.U.C.; and that local faculty associations should urge their administrations to co-operate in a C.U.F. — sponsored plan of advertising."

The Canadian Universities Foundation has issued two lists of academic vacancies in Canada. The first list appeared in August 1960, the second in November; both were circulated to university administrations. The Executive Secretary of the C. A. U. T. has also sent copies of the second list to the secretaries of local staff associations.

CHARTERED JET FLIGHT TO ENGLAND

The C.A.U.T. has chartered a jet airliner to leave Montreal for London on June 7, 1961, and to return from London to Montreal on September 7. Passages on it are open to members of the C.A.U.T. and their families, for whatever reason they may be travelling. The liner will have about 125 seats. The return fare will be between \$260 and \$299, depending on how many passages are booked. Children under two years old may travel for one-tenth of the regular fare. The regular fare (economy flights) is \$457.20; first-class flights cost \$874.80.

Inquiries and refundable deposits (\$50. per seat) should be sent, as early as possible, to:

Dr. J. H. S. Reid,
Executive Secretary,
C.A.U.T.,
77 Metcalfe Street,
Ottawa, Ontario.

A sample inquiry of membership has shown the dates chosen to be the most convenient possible for the greatest number of people. If the flight is successful this year, the Executive hopes to make it an annual fixture.

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|---|----------|--------------|
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| BECOMING A NURSE | | |
| By Aileen D. Ross | February | About \$5.00 |
| CANADIAN ECONOMIC POLICY | | |
| By T. N. Brewis, H. E. English, A. D. Scott and Pauline Jewett | February | About \$5.00 |
| CANADIAN PUBLIC ADMINISTRATION | | |
| By J. E. Hodgetts and D. C. Corbett | | \$6.25 |
| ELECTRICITY AND MAGNETISM | | |
| By H. E. Duckworth | | \$7.00 |
| FUNDAMENTAL NUTRITION IN HEALTH AND DISEASE | | |
| By Mary C. Hiltz | February | About \$4.25 |
| REFLEX FRENCH | | |
| By E. J. H. Greene, M. Faucher and D. M. Healy | | \$3.75 |
| THE MATERNITY CYCLE | | |
| By Margaret G. McPhedran | | \$2.35 |

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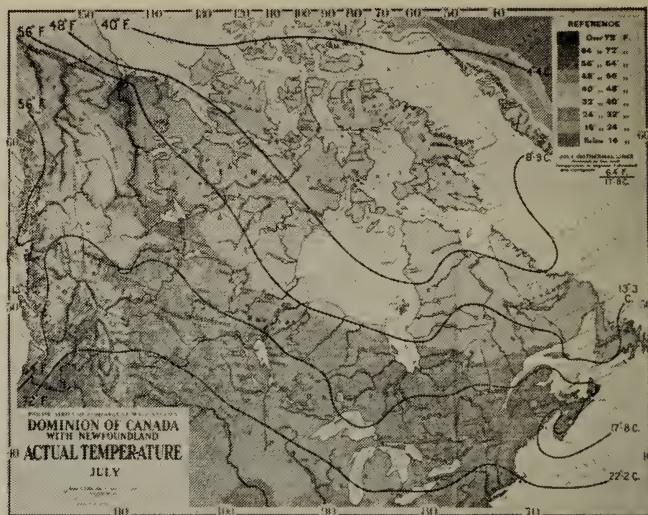
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